

## EEO Public File Report

**ORLANDO TELEVISION: WFTV-TV/WRDQ-TV**  
**October 1, 2016 through September 30, 2017**

### Positions Filled

Full Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired	Hiring Source
1614720	Meteorologist	10/13/2016	12/21/2016	1-23, 27	1	1	Cox Career Site
1615476	News Photographer	10/31/2016	1/9/2017	1-23, 26, 27	3	1	Emp/Client/Agency Referrals (Employee Referral)
1618284	Graphic Designer	12/21/2016	2/20/2017	1-23, 26, 27, 34	7	1	Cox Career Site
1618340	News Producer	12/21/2016	3/2/2017	1-23, 27	1	1	Cox Career Site
171863	Assignment Editor	2/7/2017	3/30/2017	1-23, 27, 34	1	1	Job Board - Indeed
172759	Sales Assistant	2/13/2017	4/19/2017	1-23, 26, 27, 34	5	1	Emp/Client/Agency Referrals (Employee Referral)
173383	Digital Sales Specialist	4/27/2017	5/1/2017	1-23, 26, 27, 37	4	1	Emp/Client/Agency Referrals (Employee Referral)
170725	Television News Photographer	1/11/2017	6/1/2017	1-23, 26, 27, 28, 34	3	1	Job Board - Indeed
1710027	Account Executive	6/21/2017	7/12/2017	1-23, 27	1	1	Cox Career Site
173993	Reporter	3/7/2017	8/4/2017	1-23, 26, 27	1	1	Emp/Client/Agency Referrals (Agency Referral)
1712166	Account Executive	7/25/2017	8/14/2017	1-23, 26, 27, 34	2	1	Emp/Client/Agency Referrals (Employee Referral)
1712001	Reporter	7/20/2017	9/15/2017	1-23, 27, 34	10	1	Cox Career Site
<b>TOTALS:</b>					<b>39</b>	<b>12</b>	

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**Information Regarding Recruitment Sources Contacted for Full-Time Vacancies**

**CMG - FLORIDA EEO RECRUITMENT SOURCE MAILING LIST**

#	Recruiting Source	Contact Information	Notification	Total Interview	Total Hired	Entitled to
1	Bethune Cookman College 640 Mary McLeod Bethune Blvd. Daytona Beach, FL 32114	Davita Bonner (386) 481-2143 Career Resources	<a href="mailto:bonnerd@cookman.edu">bonnerd@cookman.edu</a>	0	0	No
2	Florida A&M University 1676 M.L. King Blvd., 100 Student Union Plaza Tallahassee, FL 32307	Melony Washington (850) 599-8808 C.C. Cunningham Career Center	<a href="mailto:Melony.Washington@FAMU.edu">Melony.Washington@FAMU.edu</a>	0	0	No
3	Florida A&M University 314 Tucker Hall Tallahassee, FL 32307	Yanela Gordon (850) 412-5395 School of Journalism & Comm.	<a href="mailto:Yanela.Gordon@FAMU.edu">Yanela.Gordon@FAMU.edu</a>	0	0	No
4	Hillsborough Community College Dale Mabry Student Services Bldg Room 202 4001 Tampa FL, 33461	Lorraine Canalejo (813) 253-7310 Career Resources Center Manager	<a href="mailto:lcanelejo@hccfl.edu">lcanelejo@hccfl.edu</a>	0	0	No
5	Hillsborough Community College 2112 North 15th St., PST 134 Tampa, FL 33605	Alisa Keaton (813) 253-7978 Radio-TV Program Manager	<a href="mailto:akeaton@hccfl.edu">akeaton@hccfl.edu</a>	0	0	No
6	Rollins College 1000 Holt Ave., #2587 Winter Park, FL 3278	Kyle Nelson (407) 646-2195 Career Services	<a href="mailto:kanelson@rollins.edu">kanelson@rollins.edu</a>	0	0	No
7	Seminole State College 100 Weldon Blvd. Sanford, FL 32773	Lisa (407) 708-2649 Career Services	<b>Online posting at:</b> <a href="http://www.myinterfase.com/seminolecc/employee">www.myinterfase.com/seminolecc/employee</a>	0	0	No
8	St. Petersburg College 2465 Drew St., AD 115 Clearwater, FL 33765	Rose Miglino (727) 341-4640 Clearwater Campus	<a href="mailto:miglino.rose@SPCollege.edu">miglino.rose@SPCollege.edu</a>	0	0	No
9	St. Petersburg College 6605 5th Ave. N., Admin Bldg. AD 123 St. Petersburg FL, 33710	Rose Miglino (727) 341-4640 Gibbs Campus	<a href="mailto:miglino.rose@SPCollege.edu">miglino.rose@SPCollege.edu</a>	0	0	No
10	University of Central Florida P.O. Box 161344 Orlando, FL 32816	Valda Ramdial (407) 823-2000 School of Communications	<b>Online posting at:</b> <a href="http://www.career.ucf.edu">www.career.ucf.edu</a> <a href="mailto:csrecruit@ucf.edu">csrecruit@ucf.edu</a>	0	0	No
11	University of Florida POB 118507, CR-170, Wayne Reitz Union Gainesville, FL 32611	Phyllis Pena (352)273-2300 Career Resource Center	<a href="mailto:PhyllisPena@crc.UFL.edu">PhyllisPena@crc.UFL.edu</a>	0	0	No
12	University of Florida 1080 Weimer Hall, P. O. Box 118400 Gainesville, FL 32611	Dori Faust (352) 294-0809 Knight Div., College of Jour. & Comm.	<a href="mailto:dcfaust@jou.ufl.edu">dcfaust@jou.ufl.edu</a>	0	0	No
13	University of Tampa 401 W. Kennedy Blvd., Box K Tampa FL, 33606	Mark Colvenbach (813) 253-7210 Director of Career Services	<a href="mailto:mcolvenbach@UT.edu">mcolvenbach@UT.edu</a>	0	0	No
14	Valencia Community College 7108 N. Econolockhatchee Trail	Lilian Rosario (407) 582-4832	<b>Online posting at:</b> <a href="http://valencia-csm.symplicity.com/employment">http://valencia-csm.symplicity.com/employment</a>	0	0	No

	Orlando, FL 32825	Career Placement	<a href="mailto:lrosario19@valenciacollege.edu">lrosario19@valenciacollege.edu</a>			
15	University of North Florida 1 UNF Drive Jacksonville, FL 32224	Rick Roberts (904)620-2964 Director of Career Services	<b>Online posting at:</b> <a href="https://www.unf.edu/careerservices/employ">https://www.unf.edu/careerservices/employ</a>	0	0	No
16	Florida State University 100 South Woodward Avenue Tallahassee, FL 32306-4162	Debra Crowder 850-644-4023 Job Placement Department	<a href="mailto:Dcrowder@fsu.edu">Dcrowder@fsu.edu</a>	0	0	No
17	Flagler College P. O. Box 1027 St. Augustine, FL 32084	Jessica Furlong (904) 819-6341 Career Services	<a href="mailto:jfurlong@flagler.edu">jfurlong@flagler.edu</a>	0	0	No
18	University of South Florida 4202 East Bowler Ave PSB101 Tampa, FL 33620	Kathi Roche (813)974-3202	<b>Online posting at:</b> <a href="http://www.usf.edu/career">http://www.usf.edu/career</a> <a href="mailto:kroche@usf.edu">kroche@usf.edu</a>	0	0	No
19	Florida Gulf Coast University Cohen Center - First Floor 10501 FGCU Blvd S. Fort Myers, FL 33965-6565	(239) 590-7946	<a href="mailto:careercenter@fgcu.edu">careercenter@fgcu.edu</a>	0	0	No
20	Florida Atlantic University 777 Glades Road SU 215 Boca Raton, FL 33431	(561) 297-3533 Career Services	<b>Online posting at:</b> <a href="http://fau.edu/cdc/employers">http://fau.edu/cdc/employers</a> <a href="mailto:career@fau.edu">career@fau.edu</a>	0	0	No
21	Florida International University 11200 SW 8th Street Miami, FL 33199	(305) 348-2283 Career Management Services	<b>Online posting at:</b> <a href="https://fiu-csm.symplicity.com/employers">https://fiu-csm.symplicity.com/employers</a>	0	0	No
22	University of Miami P.O Box 248127 Coral Gables, FL 33124	Marisely Rojas (305) 284-5451 School of Communications	<a href="mailto:m.rojas5@miami.edu">m.rojas5@miami.edu</a>	0	0	No
23	WFTV - WDBO 490 E South Street Orlando, FL 32081	All Employees		0	0	No

Other Sources		Interviewed	Hired
24	602 Communications	0	0
25	Advertisement - Radio	0	0
26	Emp/Client/Agency Referrals	12	5
27	Cox Career Site:	18	5
28	Directly Sourced by Cox Recruiter	1	0
29	Job Board - Atlanta Journal - Constitution	0	0
30	Job Board - Beyond.com	0	0
31	Job Board - CareerBuilder (Cox Media Group)	0	0
32	Job Board - DE - Florida	0	0
33	Job Board - DE - US Jobs	0	0
34	Job Board - Indeed	7	2
35	Job Board - Other Job Board	0	0
36	Job Board - The Muse	0	0
37	Job Board - Glassdoor	1	0
38	NABJ	0	0
39	Other - TV Industry Insider	0	0
40	Other - Inquired own my own	0	0
41	Social Network - Linked In	0	0
42	Social Network - Other Networking Site	0	0
43	Spots N Dots	0	0
44	Talent Dynamics	0	0
45	TV Jobs.com/Job.TVJobs.com	0	0
46	Insolicited-Walk Ins/Call Ins	0	0
<b>TOTALS:</b>		<b>39</b>	<b>12</b>

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**Longer-Term Recruitment Initiatives Implemented**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	November 10, 2016	Bethune Cookman University Student Station Visit	BCU Students came to WFTV to take a tour lead by our managers & employees to find out exactly what is required for different jobs within Television.	WFTV representatives gave tours of our television station and discussed details of their jobs and answered questions.	Marc Gomes/Keith Watkins Norm Levy/Nate Strack Cheryl Smith/Elissa Crooks Tonya Jones/Michelle Stevens
2	March 20, 2017	University of Central Florida Spring Intern Pursuit	Designed to give UCF students a chance to speak to businesses for potential internships & career possibilities	CMG Orlando TV hosted a table and our represented interviewed students interested in our Internship Program.	Dave Sirak
3	April 12, 2017	Bethune-Cookman University CMG Career Day	This special Career Day was put together just for CMG. We had exclusive interview time with over 50 students from the Communication Dept.	Cox Media Group worked on developing a relationship with Bethune Cookman a developing this Career Day where we invited representatives for several CMG locations to attend and interview.	John Keyes Sophia Lopez Norm Levy Daralene Jones
4	April-August, 2017	CMG Leadership Program "CMGLP"	Leadership development program designed for managers of managers	Increase capabilities, close skill gaps accelerate leaders readiness to be effective and strengthen talent	Sean Garcia
5	March, 2017 June, 2017 September, 2017	Frontline Leaders Program	Designed to provide frontline leaders with the tools necessary to manage themselves and others in a dynamic, changing, diverse workplace environment.	Cox Enterprises provides this training on an on-going basis for managers and leaders in the company	Sara Linartas Jeff Juniet Dave Ater
6	Ongoing	Orlando Science Center Partnership	Interactive Weather Exhibit that gives community the opportunity to interact with certified Meteorologist.	Allows students/adults to gain weather forecasting knowledge and spark interest in a television career.	Tom Terry - Chief Meteorologist Bryan Shields - Meteorologist
7	Ongoing	Learn@Cox	Hundreds of available courses covering virtually every aspect of business operations or personal development	Varies from 15 min coursework to several hours. Development Plans available for Managers and their staff	All Cox Media Group Employees
8	Ongoing	Paid Internship Program	CMG Orlando provides a paid Internship Program to give students first-hand experience in the career area they wish to pursue.	Cox Media Group has an ongoing relationship with local colleges and specialty schools to provide paid internships for student.	Available in all departments within CMG - Orlando TV